



# Christian Glass

HCM: Reporting and Analytics

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## Summary

Dynamic HCM Systems Analyst with strong expertise in HRIS analytics and ethical AI implementation. Proven ability to deliver innovative technology solutions, optimize system processes, and support large-scale projects. Adept at translating complex data into actionable insights, ensuring operational efficiency while prioritizing data integrity and ethical considerations.

## Experience

**ProMach Inc.** **May 2023 - Present**

- HCM
- Established company's first HR analytics function, developing executive dashboards and KPI reporting using Tableau and Cognos BI
  - Administered multiple HCM platforms including Workday, managing system configurations, permissions, and data integrity
  - Led data migration and integration efforts during Workday implementation, ensuring 100,000+ employee records maintained accuracy
  - Developed automated reporting solutions reducing monthly workflow processing time from 1+ week to hours

**Nuro Inc.** **Nov 2021 - Nov 2022**

- Technical Recruiting
- Administered Greenhouse ATS, managing configurations, permissions, and reporting workflows
  - Developed and implemented automated reporting tools using BI platforms, reducing weekly data management time by 10+ hours
  - Created data-driven frameworks for recruiting metrics, including source effectiveness and hiring success ratios
  - Top performer for sourcing and ethical diversity hiring for G&A departments

**Apple Inc.** **Aug 2013 - May 2019**

- People Operations
- Reduced 35+ weekly hours of manual processing via Excel automation.
  - Maintained fleet of 200+ iPads with MDM. Conducted internal audits for 1000+ item category and maintained 99% score throughout tenure.
  - Completed Genius training and performed duties, including troubleshooting and repairing devices.
  - Managed scheduling for a 200+ employee location.
  - Innovated data entry processes, saving 50+ administrative hours per employee.

## Education

**Northern Kentucky University** Bachelor's  
Journalism  
Completed with a minor in Philosophy

**Chatfield College** Associate's  
Liberal Arts

## Projects

**Workday Implementation** **Dec 2023 - Present**

- Served as second-in-command for Workday implementation, contributing to the RFP process and acting as SME for data integrity and analytics.
- Led data conversion efforts, building and maintaining custom data items and reports to support migration.

**Time-clock Conversion with MDM** **Aug 2024 - Present**

- Project Manager to replace outdated time clocks with iPads integrated with Workday via Noahface.
- Championed essential implementations, namely MDM, for enterprise quantity of devices.

**Employee Record Audit and Cleanup** **March 2024 - Jan 2025**

- Identified 10,000 corrections (13% of all records audited).
- Partnered with a non-technical internal resource to refine audits and improve workflows. Built a correction tracking system tailored for SQL mass edits by an external vendor.

## Infrastructure Management (Home Lab)

- Design and implement virtualized testing environments using Docker and Proxmox
- Develop systematic testing procedures for system changes
- Create detailed documentation for configuration management
- Implement snapshot-based backup and recovery procedures

## Skills

### BI & Analytics

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Tableau, Cognos BI, People Analytics, Advanced Excel, Dashboards

### Human Capital Management (HCM)

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UKG, Greenhouse, Workday, System Administration

### Process & Operations

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SOPs, Workflow Automation, Data Integration

## Interests

### Home Lab Server

TrueNAS, Ollama, Proxmox, Home Assistant, Sysadmin, Virtualization, Docker, Automation, Documentation, Linux, Python

## Awards

**AMA Project Management Academy**  
Sept 2024

**Google Data Analytics Certificate**  
Coursera  
March 2023

**Data Analysis with R Programming**  
Coursera  
March 2023

**Artificial Intelligence Ethics in Action**  
Coursera

## Languages

### English

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### Spanish

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### French

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